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COMMANDERS DIGEST

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Secretary of Defense Melvin R. Laird presents the Secretary of Defense Conservation Award for 1969 to Colonel William C. McMullin, Commanding Officer, Camp Pickett, Va.

Secretary Laird Makes Presentation

Camp Pickett, Va., Is Winner Of SecDef Conservation Award

There was stiff competition from 243 military installations throughout the United States, but Camp Pickett, Blackstone, Va., won the Secretary of Defense Conservation Award for 1969.

Secretary of Defense Melvin R. Laird went to Camp Pickett Sept. 17 to present the award and observed that "today we recognize your achievement as the best among all military installations in the United States." It was the first time a Secretary of Defense has made the presentation in person.

The Conservation Award is presented annually to the military installation in the United States that has demonstrated the greatest progress or most improvement in applying conservation and preservation principles conforming to environmental objectives of the Department of Defense. The award was established in 1962.

The Defense Department's concern with environment and

(Continued On Page Six)

Closer Ties With FBI

DoD Issues New Directive On Absentees, Deserters

A new Department of Defense directive has been issued to provide uniform policies and procedures concerning military absentees and deserters, and establish closer ties with the FBI's National Crime Information Center in Washington.

Provisions of DoD Directive 1325.2 cover all military personnel serving on or ordered to active duty and members of the Reserve components serving on active duty or active duty for training.

Deputy Secretary of Defense David Packard signed the directive Aug. 24.

The directive calls for each Military Service to establish a Deserter Information Point (DIP). This central focal point will provide for the control, accounting, and dissemination of information concerning members administratively classified as deserters, and as warranted, for those absent without leave for less than 30 days.

The directive states, "In order to provide the means for

(Continued On Page Six)

Sec. Laird Replies To North Vietnam PW Report

In response to reports of a North Vietnam proposal regarding prisoners of war, the Department of Defense issued the following statement Sept. 18:

Secretary of Defense Melvin R. Laird feels strongly that if the other side is serious about its concern for the problem of our prisoners of war and missing in action, it should demonstrate this concern immediately by deeds of decency, rather than just words.

We hope that this mention of the prisoner of war issue by the other side will lead to the immediate impartial inspection of prisoner of war camps; to the early release of sick and wounded; to a regular flow of mail to and from all prisoners; and to the prompt and official identification of all men held as prisoners.

The problem applies equally to men who are held by the other side in North Vietnam, South Vietnam, and Laos.

(See "Petition" Story on Page Two)

Navy Couple Commended

500,000 Sign Petition Protesting Inhumane Treatment Of PWs

A petition signed by more than half a million Americans vigorously protests the inhumane treatment of U.S. servicemen being held captive by the enemy in Southeast Asia.

Addressed to "Heads of State, Governments of the World," the petition specifically requests:

—That names of all prisoners of war be published.

—That all prisoners receive proper medical care and adequate food.

—That regular impartial inspections of prisoner of war facilities be permitted and that a free flow of mail between prisoners and their families be allowed.

Defense Department officials have termed the petition, and the subsequent gathering of 500,000 signatures as "one of the most significant public programs we have yet had in focusing public opinion upon the continuing refusal of the Vietnamese enemy to abide by the provisions of the Geneva Convention on the Treatment of Prisoners of War."

This mass collective American "voice" is described as a plea to the enemy for humanitarian treatment to the enemy for adherence to the rules of the Geneva Convention.

U.S. Junior Chamber of Commerce officials say there is a plan underway to deliver the signatures to the United Nations for consideration and possible action. The Jaycees believe the United Nations, as a world court, is the proper forum for consideration of the plight of U.S. servicemen missing in action or held prisoners of war.

A young Navy couple originated the idea of a petition because of their "desire to do whatever they could in behalf of the men who are missing or captured."

Gaining approval of the Department of Defense, Lieutenant Commander Herman O. Sudholz and his wife, Cynthia, set out to promote their idea as quickly and completely as possible.

Enlisting the aid of the Washington Metropolitan Area Junior Chamber of Commerce, they aimed the campaign directly at the continued refusal of the enemy to honor the Geneva Convention on treatment of prisoners.

In a short period, the young couple, with help from the Jaycees, succeeded in gaining cooperation from hundreds of local business establishments and recruited thousands of volunteers to circulate the petition.

The Sudholz' basic tools included handbills to recruit assistants, publicity releases, the petition, and a list of business addresses where signatures were collected.

A great assistance came from a local handbill circulated by the thousands through the distribution system of the Pentagon.

The handbills explained that the petition expressed no view on the war itself, or how any nation has conducted itself—except in the matter of treatment of prisoners.

The petition did not even presume to ask for the release of prisoners now. It noted "they can be signed, in good conscience, by everyone, regardless of his feelings about the war itself or about the belligerents."

The entire thrust of the Sudholz' campaign was to show North Vietnam and the rest of the world that Americans care about the treatment of their men held captive by the enemy.

Assistant Secretary of Defense for International Security Affairs G. Warren Nutter congratulates Lieutenant Commander Herman O. Sudholz and his wife, Cynthia, with a "well done" for originating the campaign that netted 500,000 American signatures on petitions protesting inhumane treatment of U.S. prisoners held captive in Southeast Asia.

The Assistant Secretary of Defense for International Security Affairs has commended the performance of Lieutenant Commander Herman O. Sudholz and his wife, Cynthia, in their drive for more than 500,000 signatures protesting prisoner of war treatment. G. Warren Nutter, who also is chairman of the Department of Defense Prisoner of War Policy Committee, included the following in a memorandum to Chief of Naval Operations Elmo R. Zumwalt Jr.

"It is with great pleasure that I extend this expression of 'well done' (to Lt. Cmdr. and Mrs. Sudholz) on behalf of the Secretary of Defense, the Honorable Melvin R. Laird, and on behalf of the Department of Defense Prisoner of War Policy Committee for a remarkable demonstration of ingenuity, organization, perseverance and dedication."

COMMANDERS DIGEST

THIS PUBLICATION CONTAINS OFFICIAL INFORMATION, NEWS AND POLICY, DIRECT FROM WASHINGTON AUTHORIZED SOURCES.

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Navy To Retire 58 More Ships

The Navy announced plans Sept. 17 to retire 58 additional ships in a continuation of its program to adjust to fiscal restraints and remove older vessels from the fleet.

The announcement by Secretary of the Navy John H. Chafee said about 483 officers and 6,551 enlisted men are assigned to the ships involved.

Thirty of the ships are assigned to the Pacific Fleet, and 28 to the Atlantic Fleet.

(On Aug. 7, Secretary Chafee said 55 ships would be retired during the following six months. See the Aug. 15 Commanders Digest for complete listing.)

In his Sept. 17 announcement, Secretary Chafee said, "As in the past, every effort will be made to minimize, as far as possible, the economic and social impact on the officers and men affected and on communities concerned."

SOME EARLY OUTS

It was pointed out that under current Navy policies, some personnel affected by retirement of the ships will become eligible for "early out" while others will be assigned to new units.

Only nine of the 58 ships named for retirement are major combatants. The remainder are auxiliary, amphibious warfare, or mine warfare ships.

The major ship scheduled for retirement is the aircraft carrier USS Shangri-La. It was designed an ASW carrier last year, but has always operated as an attack carrier. Retirement of the Shangri-La will bring the total number of carriers serving in the attack role to 14, the lowest since 1960.

Average age of the ships being retired is 21 years. The oldest ship is the USS Kretchmer, 27 years old. The Shangri-La is 26 years old.

At right are the ships scheduled for retirement, homeports and number of personnel involved.

ATLANTIC FLEET

HOME PORT	SHIP	Complement Officers-Enlisted	Total	Total By Port
Mayport	USS Shangri-La (CVS-38)	99/1,531	1,630	
	USS Salish (ATA-187)	4/33	37	
	USS Catawba (ATA-210)	4/33	37	1,704
Key West	USS Kretchner (DER-329)	11/144	155	
	USS Forster (DER-334)	11/144	155	310
Little Creek	USS Accokeek (ATA-181)	4/33	37	37
Newport	USS Penobscot (ATA-188)	4/33	37	
	USS Cadmus (AR-14)	24/664	688	725
Norfolk	USS Sagamore (ATA-208)	4/33	37	
	USS Arneb (LKA-56)	20/241	261	
	USS Pocono (LCC-16)	32/456	488	786
Charleston	USS Umpqua (ATA-209)	4/33	37	
	USS Aggressive (MSO-422), USS Bold (MSO-424), USS Bulwark (MSO-425), USS Dash (MSO-428), USS Sturdy (MSO-494), USS Swerve (MSO-495), USS Observer (MSO-461), USS Detector (MSO-429), USS Direct (MSO-430), USS Agile (MSO-421), and USS Dominant (MSO-431)—(Each MSO has a crew of 64.)			741
Groton	USS Tigrone (AGSS-419)	7/64	71	71
Panama City	USS Vigor (MSO-473)	5/59	64	
	USS Vital (MSO-474)	5/59	64	
	USS Venture (MSO-496)	5/59	64	
	USS Assurance (MSO-521)	5/59	64	256

PACIFIC FLEET

San Diego	USS Buck (DD-761)	16/266	282	
	USS Chevalier (DD-805)	7/142	149	
	USS Perkins (DD-877)	7/142	149	
	USS Sabalo (SS-302)	8/73	81	
	USS Benewah (APB-35)	13/181	194	
	USS Hunterdon County (LST-838)	8/89	97	
	USS Jennings County (LST-846)	8/89	97	
	USS Wexford County (LST-1168)	8/89	97	
	USS Widgeon (MSC-208)	3/19	22	
	USS Kalmia (ATA-184)	4/33	37	
	USS Koka (ATA-185)	4/33	37	1,242
Long Beach	USS De Haven (DD-727)	7/142	149	
	USS Arnold J. Isbell (DD-869)	7/142	149	
	USS Persistent (MSO-491)	5/59	64	
	USS Conflict (MSO-426)	5/59	64	
	USS Peacock (MSC-198)	3/19	22	
	USS Phoebe (MSC-199)	3/19	22	470
San Francisco	USS Whippoorwill (MSC-207)	3/19	22	22
Seattle	USS Vireo (MSC-205)	3/19	22	
	USS Warbler (MSC-206)	3/19	22	44
Treasure Is.	USS Cahokia (ATA-186)	4/33	37	37
Puget Sound	USS Tatnuck (ATA-195)	4/33	37	37
Pearl Harbor	USS Current (ARS-22)	6/77	83	
	USS Arikara (ATF-98)	5/62	67	150
Guam	USS Holmes County (LST-836)	8/89	97	
	USS Park County (LST-1077)	8/89	97	
	USS Pitkin County (LST-1082)	8/89	97	
	USS Wandank (ATA-204)	4/33	37	328
Yokosuka	USS Tillamook (ATA-192)	4/33	37	
	USS Mahopac (ATA-196)	4/33	37	74

HASHEMITE KINGDOM OF JORDAN

POPULATION: 2.1 million (1969 est.)
CAPITAL: Amman

Jordan, an eastern Arab state, occupies a central position in the midst of its immediate neighbors—Iraq, Syria, Israel, and Saudi Arabia. With an area of 37,100 square miles, Jordan is somewhat larger than the State of Indiana.

The eastern three-fourths of the country is desert. Immediately east of the Jordan River and the Dead Sea is the edge of a high plateau which receives moderate rainfall. The small area west of the Jordan River is hilly and has a fair amount of rainfall. Summers are hot and dry, and winters can be quite cold except in the Jordan River Valley and on the Gulf of Aqaba, where the country's only seaport is located.

Jordan's flag consists of three horizontal stripes—black, white, and green from top to bottom—joined at the hoist with a red triangle on which appears a white star.

THE PEOPLE

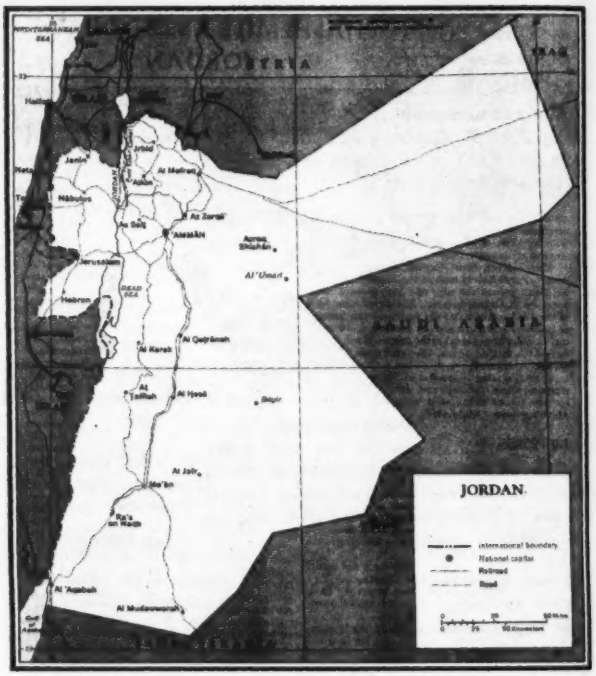
About half of Jordan's population of 2.1 million lives west of the Jordan River, a portion of former Palestine currently under Israel military occupation. Some 600,000 Palestinian Arab refugees, more than half of all Arab refugees in the Middle East, live in Jordan. Jordan's population density is about 55 per square mile with an annual growth rate estimated at three per cent.

Jordanians are Arabs except for a few small ethnic communities such as the Circassians, Armenians, and Kurds; these latter, however, have long since adapted themselves to the Arab culture. Except for approximately 10 per cent who are Christians, Jordanians are adherents to the Moslem faith. Arabic is the official language, but long association with English-speaking people has resulted in wide usage of English in the commercial and official sectors. The great bulk of educated Jordanians are able to speak English.

Public school education is growing in Jordan, partly due to the facilities provided to Palestinian refugee children by the U.N. Relief and Works Agency (UNRWA). Literacy is estimated at 30 per cent.

HISTORY

The area of what is now Jordan was part of the Ottoman Empire from the 16th century until World War I. At that time, the regions presently known as Israel and Jordan were awarded to the United Kingdom as the mandate for Palestine and Transjordan, a part of the system of League of Nations mandates. (Historically, Palestine lay to the west and Transjordan to the east of the Jordan River.) In 1922 the British divided the administration of the mandate, establishing the semiautonomous Emirate of Transjordan ruled by the Hashemite Prince



Abdullah and continuing the administration of Palestine under a British High Commissioner.

The mandate over Transjordan ended on May 22, 1946, and on May 25 the country became the independent Hashemite Kingdom of Transjordan. It continued to have a special mutual defense treaty relationship with the United Kingdom until 1957 when the treaty was dissolved by mutual consent.

When the British mandate over Palestine ended on May 14, 1948, and the State of Israel was proclaimed, an armed conflict developed between the Israelis and Palestinian Arab nationalists aided by neighboring states, including Transjordan. Jordan's western boundary with Israel was demarcated by the armistice agreement of April 3, 1949, and in 1950 the country was renamed the Hashemite Kingdom of Jordan to include those portions of Arab Palestine annexed by King Abdullah.

By virtue of its signature to a mutual defense pact with the United Arab Republic, Jordan participated in the June 1967 hostilities between Israel and the Arab states. The war resulted in Israel's occupation of all western Jordanian territory as far as the Jordan River. The absence of a peace settlement coupled with the growth of the Palestine resistance movement are the

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main factors contributing to the continued unstable security situation along the Israel-Jordan cease-fire lines.

GOVERNMENT

Jordan is a constitutional monarchy with executive authority vested in the King. The King rules through his appointed Prime Minister and Council of Ministers (cabinet). The Council is responsible to the Chamber of Deputies on matters of general policy and can be forced to resign by a two-thirds vote of "no confidence" by the body.

Legislative power rests in a bicameral National Assembly composed of a 30-member Senate appointed by the King for an eight-year term and a 60-member Chamber of Deputies elected to a four-year term subject to dissolution by the King. Traditionally, 30 Deputies are from the West Bank and 30 from the East Bank; the Israel occupation of the West Bank has not affected this balanced representation. Of the 60 seats, 50 must go to Muslims and 10 to Christians. The Senate is composed of members from both the West Bank and East Bank, but there is no requirement regarding the number to be chosen from each area.

Three categories of courts—civil, religious, and special—are provided for by the Constitution of 1952.

Administratively, Jordan is divided into eight Governorates, each headed by a Governor appointed by the King. They are the sole responsible authorities for all government departments and development projects in their respective areas.

POLITICAL CONDITIONS

King Hussein, the constitutional monarch, is the central figure in Jordan. Since his reign began in 1953, he has weathered a series of difficult crises but has always been strongly and loyally supported by the Jordan Arab Army, the former famed Arab Legion. There are no officially recognized political parties in Jordan. Candidate for seats in the Chamber of Deputies campaign as individuals rather than party members. Since the 1967 war the Palestinian commandos *(fedayeen)* have become a potent political force in Jordan.

ECONOMY

As late as 1958 Jordan was thought to have little economic future. It had few natural resources, no industry, only a handful of hotels to house tourists, a serious need for adequate paved roads, and low agricultural production based almost exclusively on uncertain natural rainfall. Moreover, the large refugee population was heavily unemployed or underemployed.

Despite these handicaps Jordan's economy grew rapidly in the decade prior to the June 1967 war. Through effective use of foreign assistance, primarily grant aid from the United States, the gross national product (GNP) rose from about U.S. $140 million in 1954 to more than $575 million in 1967. Per capita GNP reached $250 in 1967 and was increasing at an annual rate of nine per cent. All major sectors of the economy were expanding. Thousands of acres of newly irrigated farmland in the Jordan River Valley were brought under cultivation; a number of light industries were established; modern port facilities were developed at Aqaba; income from tourism increased dramatically and the Jordanians took steps to preserve their historical sites, built better roads, constructed comfortable hotels, and otherwise promoted tourist activities. Jordan developed its phosphate deposits for export and was developing plans for the extraction of potash from the Dead Sea.

Immediately prior to the Arab-Israel war the prospects for continued economic growth in Jordan were favorable, and it was expected that the country would reach the "take-off" point by the mid-1970s, thus reducing the need for substantial foreign economic assistance.

During the past 14 years U.S. economic assistance totaling more than $500 million has created a base for continued economic growth. Jordan is often cited as an example of what a well-planned and administered assistance program can accomplish. As a result of prevailing postwar conditions the current U.S. aid effort is best described as a modest holding action.

In addition to contributing economic and technical assistance, the United States provides, through donations to UNRWA, the bulk of the support for the Arab refugees, who constitute about one-third of the total population of Jordan. The United Kingdom and West Germany are also major aid donors.

FOREIGN RELATIONS

Jordan has consistently followed a pro-Western foreign policy and has been particularly friendly to the United States and the United Kingdom. It has never recognized Israel, and since the June 1967 war a major objective of Jordanian foreign policy has been the recovery of those territories occupied by Israel in the course of the war. Jordan has worked persistently for the implementation of the United National Security Council resolution of November 22, 1967, which sets forth the principles for a just and lasting peace in the Middle East.

Jordan is a member of the United Nations and several of its specialized agencies, the Arab League, and a number of Arab regional organizations.

U.S. POLICY

Relations between Jordan and the United States have been close for a decade. U.S. policy has been directed toward the economic development of Jordan and general stability in the Near East. Since the 1967 war a primary objective of U.S. policy has been to assist in securing a just and equitable settlement of the issues arising from the war. King Hussein last visited the United States in April 1969. At the conclusion of that visit, a joint statement was released which served to emphasize long-standing U.S. "support for the political independence and territorial integrity of the Hashemite Kingdom of Jordan."

Chief of State—King Hussein I

* * *

Prime Minister—Bahjat Talhuni

* * *

U.S. Ambassador—Harrison M. Symmes

* * *

The U.S. Embassy in Jordan is located at Jebel Al-Webde, Amman.

DoD Issues New Directive On Absentees, Deserters

(Continued From Page One)

making timely and complete deserter information available to civil law enforcement agencies, each DIP will have access to a terminal for direct entry to the (FBI's) NCIC computer."

Each Military Service has until June 30, 1971, to institute administrative procedures to insure that, under normal conditions, every deserter is entered in the NCIC no later than seven days after being administratively declared a deserter.

DoD officials said that use of the NCIC, together with internal apprehension efforts by the Military Services contemplated by the directive, "should substantially speed up apprehension of absentees and should have a deterrent effect on persons who might be prone to go absent without authority."

Officials pointed out that the new directive is in furtherance of one of the key DoD objectives, which is to identify factors responsible for AWOL and military desertion and to initiate corrective action.

The directive states that the Military Services shall submit a report to the Assistant Secretary of Defense for Manpower and Reserve Affairs on each military member who absents himself without authority, and who is known to have gone to a foreign country or foreign embassy (or attempted to do so), for the apparent or stated purpose of protesting U.S. policies or of engaging in subversive or disloyal acts.

Under responsibilities, the directive says the Assistant Secretary of Defense for Manpower and Reserve Affairs shall:

—Foster the development of improved management practices and programs by the Military Services to deter and minimize absenteeism and desertion.

—Develop supplemental procedures to provide current and adequate information, act as focal point in the DoD for absentee and deserter information, and respond to queries concerning absentees and deserters.

—Act as liaison between the DoD and the FBI, other Government departments, and civil law enforcement agencies on absentee and deserter policy matters.

The Military Services shall:

—Continue to make every effort to deter desertion and unauthorized absences by improving current program management practices and developing new programs.

—Designate a senior policy official to serve as the focal point for absentee and deserter policy and for administration of the absentee program within each Military Service.

The directive points out that notices about members wanted for unauthorized absence or desertion from a command located in the U.S. will be given immediate circulation among Armed Forces and civil law enforcement agencies deemed most useful in apprehending a particular absentee.

Outside the jurisdiction of the U.S., the directive states, major commands will take such initial actions as the local situation may warrant, within the primacy of international agreements, to secure cooperation in apprehension of members absent without leave.

AT WEAPONS MEET—International staff members of Allied Air Forces Southern Europe gathered at Istrana Air Base, Italy, early this month for AIRSOUTH's first Tactical Weapons Meet. Left to right are: Brigadier General Alexandros Papanikolaou, Hellenic Air Force; Lieutenant General Fred M. Dean, USAF, Commander, AIRSOUTH; Lieutenant General Francesco Sforza, Italian Air Force; Brigadier General Vecdi Ozgul, Turkish Air Force.

Camp Pickett, Va., Is Winner Of SecDef Conservation Award

(Continued From Page One)

conservation of resources in the United States stems from a simple statistic—27 million acres of federally-owned land and water in the United States are controlled by the Defense Department.

"As custodian of this public property," Secretary Laird said, "the Defense Department has a moral obligation to conserve its rich assets for future generations."

He observed that long before the words conservation and environment became popular, the military took the initiative in grounds maintenance programs, selective cutting and sale of timber, fish and wildlife restocking and public use of military lands not at the present required for military purposes.

Another reason DoD is concerned with conservation and environment, the Secretary added, is "because the problems of environment are everybody's business. Belatedly, men have come to recognize the acute dangers to the quality of life from degradation, contamination and pollution of the earth."

These dangers can only be averted, he said, "by a cooperative effort in which all of us have a part to play."

Secretary Laird said that with the concerted and combined effort of the conservation and environmental quality programs, "we can expect the Defense Department to continue as leader in the national effort to alleviate pollution, conserve our resources, and enhance the beauty of our surroundings."

The Camp Pickett reservation is comprised of 45,000 acres. It has an average monthly military population of 2,150. The installation's primary military mission is to provide a maneuver

(Continued On Next Page)

Major Terry Cited

Originator Of AC-47 Gunship Receives Dr. Brown R&D Award

The friendly South Vietnamese villagers call it "Puff the Magic Dragon," but the U.S. Air Force prefers AC-47 gunship.

The gunship's originator, Major Ronald W. Terry, was honored Sept. 17 when he received the first Dr. Harold Brown Award for outstanding achievement in research and development. The award was presented by Secretary of the Air Force Robert C. Seamans Jr.

A fighter pilot, Maj. Terry is primarily responsible for the concept and development of the AC-47 that has furnished the needed firepower in situations where artillery, bombs and napalm proved too devastating.

Maj. Terry first visited Vietnam in 1963 as a representative of the Air Force Systems Command.

The 37-year-old Air Force officer said he "took a look" at that particular type of warfare (in the Republic of Vietnam). He saw the need for protection of native villages—something that would give them a sense of security, and still not ruin the villages and rice paddies.

Maj. Terry returned to the United States and shopped for the equipment needed to do the trick. He found C-47s (Gooney Birds) in mothballs at Davis-Monthan AFB, Ariz., and 30-caliber machine guns and extra barrels at McClellan AFB, Calif., and then "scrounged" an assortment of other needed equipment.

As a result of his effort, the first AC-47 gunship was ready to fly. In November 1964, Maj. Terry flew the first combat mission. It was an instant success.

"The villagers thought we were something special sitting up there. We would fire off a few rounds once in a while just to let them know we were around. Those red tracers streaming toward the ground were all the reassurance they needed."

Today there are between 40 and 45 AC-47s, 52 C-119s and 8 C-130s in service in Vietnam as gunships. Computers have been added to some of the aircraft to help the pilot get a more accurate position in relation to the target. They have an all-weather capability.

In addition to his engineering work on gunships, Maj .Terry has flown 56 combat missions in AC–47s and 140 missions in the C-130 gunship, including many missions when the system was still experimental.

For his gunship efforts, Maj. Terry has earned two Legion of Merit medals, two Distinguished Flying Crosses and seven Air Medals. On a night during January 1970, he was credited with destroying 23 enemy trucks.

The Dr. Harold Brown Award is named for the former Secretary of the Air Force and Director of Defense Research and Engineering. It is given by the Air Force to recognize achievements in research and development which lead to significant improvements in operational effectiveness.

Maj. Terry now heads the Gunship Systems Program Office of the Aeronautical Systems Division, AFSC, Wright-Patterson AFB, Ohio.

This time exposure taken from the ground shows the deadly effect of the AC-47's fire. Streams of tracer fire pour into the target from the circling airplane. (Inset is Maj. Terry)

Camp Pickett, Va., Is Winner Of SecDef Conservation Award

(Continued From Preceding Page)

and training area for regular and reserve Army units, basically for summer training.

The permanently assigned staff has approximately 124 military personnel and 175 civilian employes.

The Camp Pickett Natural Resources Conservation Program was initiated in its present form with the signing of a cooperative agreement with the Virginia Commission of Game and Inland Fisheries in 1956.

During 1969, more than 23,000 persons participated in outdoor recreation at Camp Pickett. Activities included college students studying conservation practices, 4-H Club tours on wildlife management, camping, picnicking, boating, hiking, hunting and fishing.

In addition, Virginia's sportsmen's groups hold their annual Field Trials at the reservation.

Although Camp Pickett won the Secretary of Defense Conservation Award for 1969, five other military installations were nominated for the honor.

Secretary of Defense Melvin R. Laird observed at the presentation ceremony that "they were all outstanding."

The Air Force Academy, Colorado Springs, Colo., and the Naval Ammunition Depot, McAlester, Okla., received runner-up awards.

The other three installations—Ft. Jackson, S. C.; Naval Air Station, Patuxent River, Md., and Pease AFB, N. H., received "citations for Meritorious Achievement" for their programs.

DoD Directive 1304.14 Outlines New Pro Pay Plan

A reoriented and comprehensive proficiency pay policy affecting all enlisted members of the Armed Forces was unveiled Sept. 21.

Secretary of Defense Melvin R. Laird directed that beginning July 1, 1971, the Military Services may initiate Superior Performance Proficiency Pay Programs, on a competitive basis, open to all enlisted personnel not in receipt of any other form of proficiency pay.

Currently the Army is the only Service having the competitive program.

A study was begun in mid-February 1970 to determine the program's worthiness. The question was asked, "Should the Proficiency Pay (Superior Performance) program be retained or abolished?"

Surveys were made and studies evaluated. "Basically," a Defense Department official said, "what we were trying to do was to see if we were getting anything back for our money. The evidence was 'yes,' clearly so."

The new policy was authorized by Department of Defense Directive 1304.14, dated Sept. 3, 1970.

The Defense Department said the new directive will provide not only a tool for better performance, but can be "a step toward the objective of a zero draft call in that it provides a monetary incentive for enlisted members who perform their duties more effectively."

One official commented, "We are getting improved performance not only from the personnel who are receiving the pay, but from those who are working for it." This totals about 90 per cent of the force.

It was pointed out that prior to the establishment of the new directive only five per cent could receive the extra pay.

As of July 1, 1971, however, the percentage will be broadened for all the Military Services so that commanders will have a 15 per cent figure to work with. If all of the Services should completely implement the program the rise in potential recipients would be over 300 per cent.

For example, instead of having one in 20 opportunities to earn the pay, enlisted men will have a 1-6 ratio.

At present, the Army has 20 per cent of their men in the combat arms drawing the money, and approximately five per cent in the support units.

The point was made that some of the units are outstanding —they work very hard and study hard. In that type of unit it is possible for a better than 20 per cent average to draw the extra money, because commanders have taken a personal interest in their unit and the men have responded.

In addition, the Proficiency Pay (Specialty) has been retitled Shortage Specialty (Proficiency Pay) in order to convey its purpose more accurately to the individual serviceman and woman. It was explained that Shortage Specialty (Proficiency Pay) is a retention incentive in high training investment specialties that have a low career manning level.

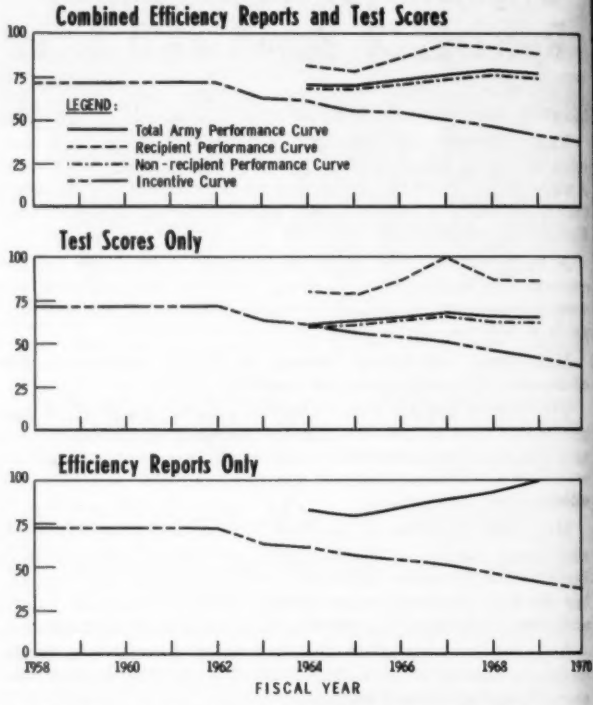
The Superior Performance (Proficiency Pay) is aimed at the man who wants to improve his over-all performance and is willing to work and study to attain it.

Still another category—Special Duty Assignment—is proficiency pay designed to induce volunteers to make the effort to qualify for and serve in special duty assignments such as drill sergeant or recruiter.

The study group made this point: Should the "zero draft" concept attain reality in Fiscal Year 1972 or Fiscal Year 1973, it would recommend the lowering of the minimum time in service to be eligible for Superior Performance pay to 12 months in lieu of 21.

The group's reasoning was that the first six months of a serviceman's career is spent in training and learning, and that the second six months are ample to qualify him in his occupation. From there on out, the group said, the conditions of service of the individual would be similar to those of other servicemen.

ARMY PERFORMANCE CURVE IN RELATION TO THE INCENTIVE CURVE



Unlike the steady rise of the efficiency report scores, the MOS test scores peak in 1967 and decline gradually from that time onward. This leads to the suggestion that the Superior Performance pay of $30 reached its maximum effect in 1967 and has been tapering off gradually since then. However, it can be seen that the slope of the decreasing test score curve is less than that of the incentive curve.

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